City University of Hong Kong
Course Syllabus

offered by Department of Management
with effect from Semester B in 2018 / 19

Part I   Course Overview

Course Title:	Human Resources Management
Course Code:	MGT5316
Course Duration:	**1 Semester**
Credit Units:	3
Level:	P5
Medium of Instruction:	English
Medium of Assessment:	English
Prerequisites: *(Course Code and Title)*	Nil
Precursors: *(Course Code and Title)*	Nil
Equivalent Courses: *(Course Code and Title)*	Nil
Exclusive Courses: *(Course Code and Title)*	MGT 6311 Human Capital Management MGT 6314 Global Human Resources Management FB 6311 Strategic Human Resources Management MGT 6318 Employee Engagement and Performance

Part II   Course Details

1.   **Abstract**

This course aims to

- Develop in students an overview and understanding of the principles and concepts of human resource management in the contemporary environment.

- Enable students to appreciate and evaluate the challenges and complexities faced when managing people and the human resource management functions.

- Provide students with the opportunities to devise appropriate people management strategies to support and add value to organizations.

2.   **Course Intended Learning Outcomes (CILOs)**
(CILOs state what the student is expected to be able to do at the end of the course according to a given standard of performance.)

No.	CILOs	Weighting (if applicable)	Discovery-enriched curriculum related learning outcomes (please tick where appropriate)		
			A1	*A2*	*A3*
1.	Display knowledge of the relationship between human resource management and organizational strategy, and knowledge of the principles and practices of human resource management. [Knowledge & Understanding]	25%	✓		
2.	Enhanced ability to understand the subtleties and controversies that surround the concepts of human resource management, as well as the practical ability to translate theoretical knowledge into practical contexts. [Applications of Concepts]	25%	✓	✓	
3.	Critically analyze and evaluate a wide range of perspectives on working practices, develop holistic modes of thinking, to inform evaluation of alternatives in complex contexts. [Analysis & Evaluation]	25%		✓	
4.	Identify complex problems in the areas of human resource management and strategy, evaluate alternative course of action, and provide appropriate solutions in a rapidly changing environment [Appraisal of Evidence]	25%		✓	✓
		100%			

A1:   Attitude
        Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.
A2:   Ability
        Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical

thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to self-life problems.

A3: *Accomplishments*
Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

3. Teaching and Learning Activities (TLAs)
(TLAs designed to facilitate students' achievement of the CILOs.)

TLA	Brief Description	CILO No.						Hours/week (if applicable)
		1	2	3	4	5	**6**	
In-class discussion and exercises		X						
Case analysis			X					
Mid-term Quiz				X				
Group Project					X			

4. Assessment Tasks/Activities (ATs)
(ATs are designed to assess how well the students achieve the CILOs.)

Assessment Tasks/Activities	CILO No.						Weighting	Remarks
	1	2	3	4	5	6		
Continuous Assessment: 100%								
in-class discussion and exercises	X						20%	
Case analysis		X					15%	
Mid-term Quiz			X				30%	
Group Project				X			35%	
Examination: 0% (duration: , if applicable)								
							100%	

5. Assessment Rubrics

(Grading of student achievements is based on student performance in assessment tasks/activities with the following rubrics.)

Assessment Task	Criterion	Excellent (A+, A, A-)	Good (B+, B, B-)	Fair (C+, C, C-)	Marginal (D)	Failure (F)
In-class discussion and exercises	Clearly ARTICULATE ideas and suggestions	High	Significant	Moderate	Basic	Not even reaching marginal levels
Case analysis	ABILITY to APPLY key analytical tools	High	Significant	Moderate	Basic	Not even reaching marginal levels
Mid-term Quiz	ABILITY to EXPLAIN and USE fundamental concepts, principles, and models.	High	Significant	Moderate	Basic	Not even reaching marginal levels
Group Project	ABILITY to COMMUNICATE key findings and recommendations	High	Significant	Moderate	Basic	Not even reaching marginal levels

Part III   Other Information (more details can be provided separately in the teaching plan)

1.   **Keyword Syllabus**
     (An indication of the key topics of the course.)

Introduction to HRM and the Legal Environment.   Human Resource Planning.   Recruitment and Selection. Training and Development.   Appraisal of Performance.   Compensation and Benefits.   Work Environment and Employee Relations.

2.   **Reading List**
2.1   **Compulsory Readings**
     (Compulsory readings can include books, book chapters, or journal/magazine articles. There are also collections of e-books, e-journals available from the CityU Library.)

1.	Dessler, G. (2017). *Human Resource Management,* 15th edition, Pearson Education Hong Kong

2.2   **Additional Readings**
     (Additional references for students to learn to expand their knowledge about the subject.)

1.	Noe, R., J. Hollenbeck, B. Gerhart & P. Wright. (2017). *Human Resource Management: Gaining a Competitive Advantage*, 10th Edition, New York: McGraw Hill.
2.	Edited by: Anna P. Y. Tsui & K.T. Lai. (2009). *Professional Practices of Human Resource Management in Hong Kong*, Hong Kong University Press.
3.	Liang, X., Marler, J. H., Cui, Z. (2012). Strategic human resource management in China: East meets west. *Academy of Management Perspectives*, May, 55-70.
4.	Kochan, T., Finegold, D., & Osterman, P. (2012). Who can fix the "middle-skills" gap? *Harvard Business Review*, Dec. 83-90.
5.	Buckingham, M., & Goodall, A. (2015). Reinventing performance management. *Harvard Business Review*, April, 40-50.
6.	Waber, B., Mangnolfi, J., & Lindsay, G. (2014) Workspaces that move people. *Harvard Business Review*, October, 69-77.
7.	Gough, R., Holland, P., & Teicher, J. (2006). Employment relations in the Asia-Pacific region: Reflections and new directions. *Asia Pacific Business Review,* 12(2), 119-130.
8.	**Online Resources:** Hong Kong Institude of Human Resource Management (home page address: www.hkihrm.org)
9.	**Online Resources:** Hong Kong Labour Department: (home page address: www.info.gov.hk/labour)